

TO: THE OWNERS OF GENERAL DIE CASTERS, INC.

JIM MATHIAS

AND

TOM LENNON

April, 2009

It has been clear for some time, by your actions and deeds that you intend to use every illegal means to deny the workers at General Die Casters, Inc., their hard won right to a collective bargaining contract with Teamsters Local 24.

You employed illegal tactics during the organizing drive to prevent the workers from having a voice on the job. The workers did not fall for your lies and they voted to be Teamsters. You then tried, unsuccessfully, to convince the National Labor Relations Board that it was the Union that used illegal tactics. The NLRB threw out your trumped-up, baseless charges. The Union was vindicated. It was you who used threats, fear, intimidation, and illegal tactics. It was you who disrespected your workforce, and continue to do so.

Just as the majority of General Die Casters workers stuck together to vote for Union representation, in spite of your illegal activities, they will continue to stick together, for however long it will take, in order to use that collective voice they won to get a Teamsters collective bargaining agreement.

THE WORKERS UNITED WILL NEVER BE DEFEATED

You still have time to follow an honorable course and negotiate a fair agreement with your workforce represented by the Teamsters. If you continue to disrespect your workforce by your use of a "union-busting" law firm, who advertises their "success" at violating labor laws, then we will know that you have chosen the path of confrontation and not cooperation with your workforce.

Americans are fed up with the type of corporate behavior that you are exhibiting. American workers know it is illegal corporate behavior and greed, the kind you have embraced, which has caused such hardship and suffering for working families in our country. If you care about your own workforce, you will cease and desist with your union-busting objectives.

The Teamsters are committed to securing a negotiated agreement for the workers at General Die Casters. **For however long it takes.** You can choose to be honorable businessmen and seriously negotiate a fair and just contract, or you can continue down this illegal, dishonorable path, and then face the costly consequences of your immoral decision.

WHICH WILL IT BE?